



National Police Research Platform

"Advancing knowledge and practice in policing"

Law Enforcement Organization Survey - Sworn Officer Results

Civilian Employee Results	Results
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Rockford Police Department

Summary Thermometers (/leos/sworn/sworn_summary_thermometers)

Job Satisfaction (/leos/sworn/sworn_job_satisfaction)

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Training (/leos/sworn/sworn_training)

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Integrity scenario 2 (/leos/sworn/sworn_integrity_scenario2)

Results from Survey A for Sworn Employees

The following charts provide the results from LEO Survey A taken by your employees. The employee surveys allow you to go beneath the surface and take an "X-ray" of your organization's "health" on a number of dimensions, ranging from the quality of supervision to levels of employee stress. Because the Platform is a standardized measurement system, the presentation of findings allows you to compare your agency's results to those of "similar agencies" and "all agencies" in the national sample. This information provides you with some context to evaluate your agency's overall health and functioning.

"All agencies" is self-explanatory. "Similar agencies" is defined as those agencies that are similar to you in terms of agency size (sworn personnel), level of poverty and disadvantage in the community, and crime rates. These variables were combined to create a similarity measure. Agencies were ranked on this similarity measure and were defined as similar to you if they were near your agency on this measure (i.e., the five agencies immediately above or the five agencies immediately below your agency's score). Matching on multiple variables reduces the risk associated with comparing agencies based on a single variable.

Important: You are the only person with access to this report on your agency. This report does not identify the agencies that are in the group of "similar agencies" identified for your department. This enables us to maintain our confidentiality commitment, while still providing participating law enforcement agencies with meaningful comparison data so they can get a sense of how they are doing in relation to others.

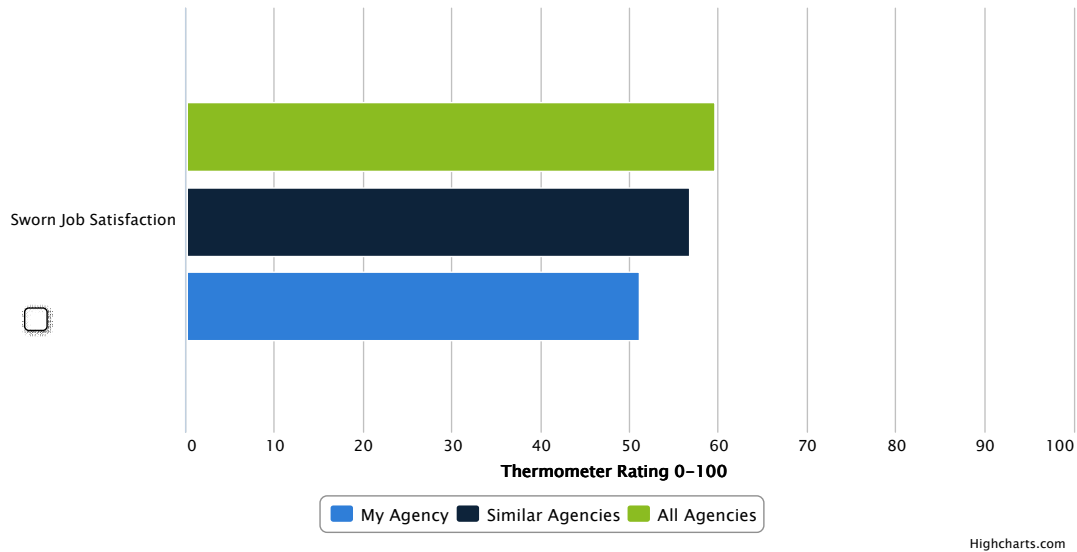
The "thermometers" provide you with the "big picture" of your agency's "health" or performance on key organizational indicators. Each thermometer has been computed by adding together your agency's responses to a set of related survey questions that capture a particular component of performance (e.g. supervision). More detailed information is provided later in

this report so that you can drill down to explore specific areas of strength or areas where improvement may be needed.

The thermometers present the responses of your employees on a scale from 0 to 100. An agency score of 50 would mean that your employees were “on the fence,” in the middle regarding the topics they were evaluating.

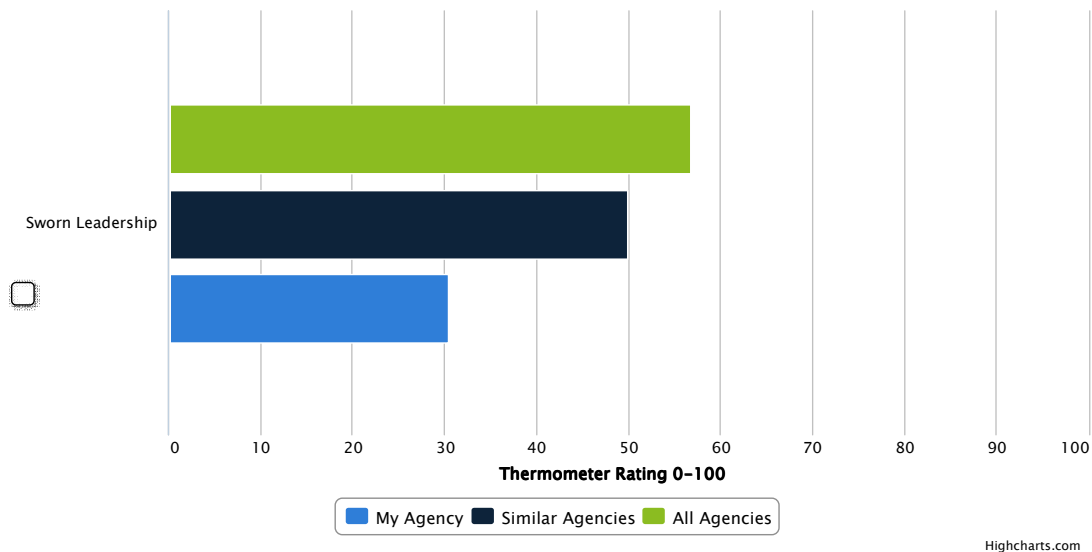
Job Satisfaction

This job satisfaction thermometer is based on responses to five questions about your current job, pay, benefits, career prospects and the agency as a place to work. A higher score indicates higher levels of job satisfaction among sworn employees.



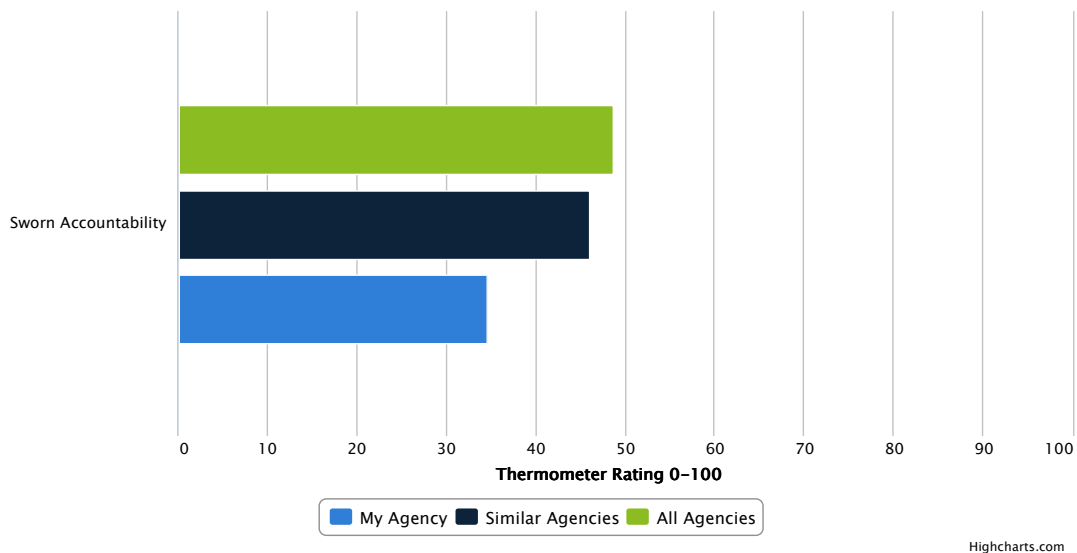
Leadership

The leadership thermometer is based on five questions about the inspiration, example, focus and clarity contributed by the agency's top leadership. A higher score indicates that sworn employees give higher marks to the leadership of their agency on these leadership dimensions.



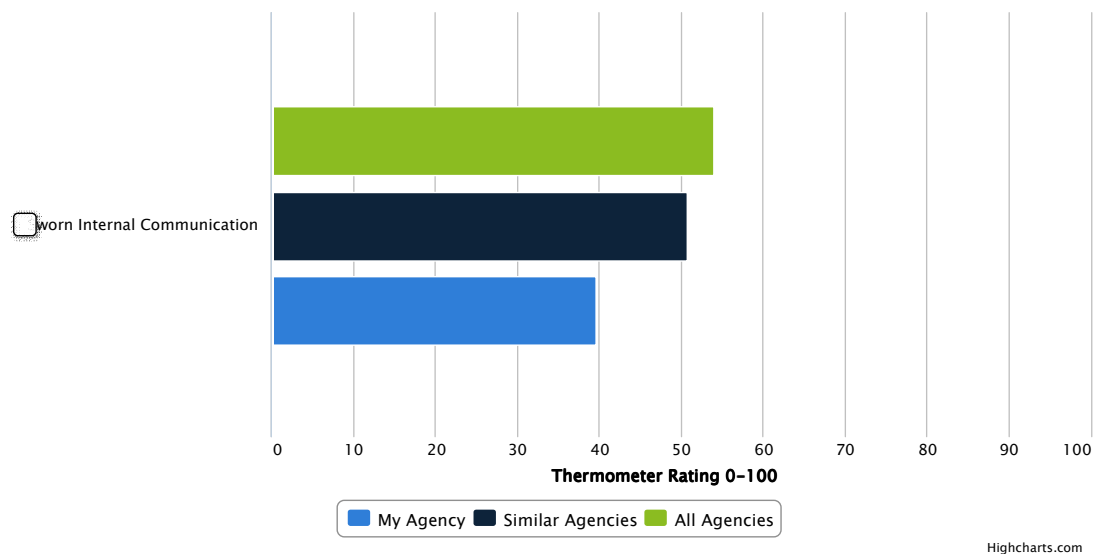
Accountability

This accountability thermometer is based on responses to four questions about fairness of discipline, respectful treatment on the job, accountability for low performance, and the availability of coaching. Agencies with higher scores are viewed by employees as having a stronger and fairer employee accountability system.



Internal Communication

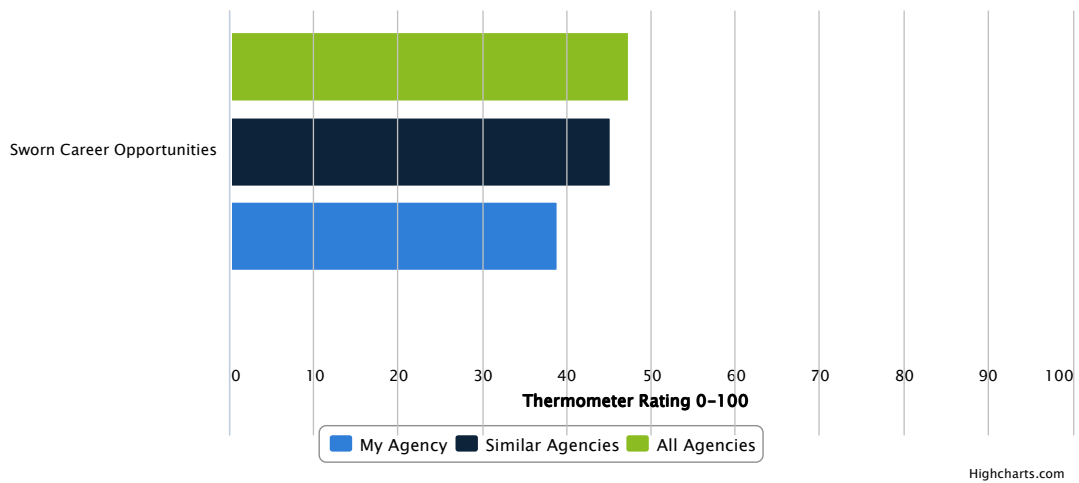
This chart is based on responses to two questions about the speed and clarity with which information moves up and down the command chain. Agencies with higher scores are perceived to communicate more effectively.



Career Opportunities

The career opportunities thermometer is based on four questions about whether good performance is rewarded, jobs are distributed on the basis of merit, opportunities for special assignments are available to you, and promotions are open and fair. Agencies with higher scores are perceived to have more positive career structures for their sworn employees.





Supervision

The supervisory thermometer is based on responses to five questions about employees' direct supervisors. The questions focus on whether supervisors provide clarity about management's expectations, guidance for inexperienced employees, fairness in decision making, led by example, and do what is good for the organization rather than themselves. Agencies with higher scores on this thermometer have supervisors who receive higher marks on these supervisory skills.

